

Mississippi State Legislature



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June 24, 2026

Lance Evans, Ed.D.
State Superintendent of Education
Mississippi Department of Education
P.O. Box 771
Jackson, MS 39205-0771

RE: Legislative Intent Relating to Salary Increases Authorized in Senate Bill 2103,
2026 Regular Session

Dear Dr. Evans:

We have received your letters seeking legislative guidance on the following six matters:

- Eligibility of charter school teachers to receive salary increases authorized during the 2026 Regular Session of the Mississippi Legislature,
- Eligibility of speech-language pathologists to receive an additional special education salary supplement,
- Clarifying the terms of the assistant teacher salary increases.
- Eligibility of current School Attendance Officers to receive salary increases authorized in Senate Bill 2103, 2026 Regular Session
- Application of the new School Attendance Officer salary scale to School Attendance Officers that are currently employed.
- Clarification on the experience requirements for School Attendance Officers

We would like to address your concerns individually through this correspondence.

Regarding the eligibility of charter school teachers to receive the salary increases authorized in Senate Bill 2103 during the 2026 Regular Session, it is the intent of the Legislature to provide the two-thousand-dollar (\$2,000.00) salary increase to teachers in charter schools. Charter school teachers must generally meet the same licensure requirements as teachers in a local school district and are generally entitled to the same privileges as teachers in a local school district (Section 37-28-47; Mississippi Code of 1972). As such, the Legislature intended for any salary

increases offered to teachers in local school districts to be extended to charter school teachers in the same manner.

Regarding the eligibility of speech-language pathologists to receive an additional special education salary supplement, the Legislature intends that these professionals are not eligible to receive the additional special education salary supplement provided in Senate Bill 2103 of the 2026 Regular Session of the Mississippi Legislature. Section 2(b) of Senate Bill 2103, 2026 Regular Session, clearly defines the personnel who are eligible for the two-thousand-dollar (\$2,000.00) supplement authorized during the 2026 Legislative Session. Speech-language pathologists are not expressly listed in this sub-section. Additionally, speech-language pathologists are currently receiving a six-thousand-dollar (\$6,000.00) supplement authorized in Section 37-19-7(2)(a)(iv), Mississippi Code of 1972. The Mississippi Office of the Attorney General, in Opinion No. 2014-00157, concludes that the Mississippi Department of Education is prohibited from providing multiple salary supplements to each employee, regardless of whether the employee qualifies for them.

Regarding the salary increases provided to assistant teachers, the Legislative intent is to provide a two-thousand-dollar (\$2,000.00) salary increase to each teacher and assistant teacher in each school district, irrespective of their current salary. For the school districts that are currently supplementing the state minimum salary scale, it is the intent of the Legislature to maintain those salary supplements, thereby providing a two-thousand-dollar (\$2,000.00) increase to the current salary of each teacher or assistant teacher. Further, Section 3(6) of Senate Bill 2103 of the 2026 Regular Session instructs school districts to maintain the salary supplements provided during the previous school year.

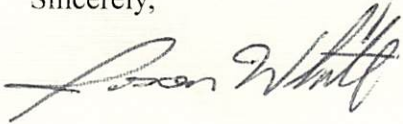
Regarding the eligibility of current School Attendance Officers to receive the five-thousand-dollar (\$5,000.00) salary increase authorized in Senate Bill 2103 of the 2026 Regular Session, the Legislature intends for this salary increase to apply to current school attendance officers. Additionally, as you will note, Senate Bill 2103 transitions the School Attendance Officer salary scale from a multi-year tiered structure to an annual scale. It is the intent of the Legislature to transition the current School Attendance Officers to the yearly salary scale effective on the date of enactment of the legislation. Current School Attendance Officers should be placed on the annual salary scale based on their years of experience as a School Attendance Officer. School Attendance Officers hired after the effective date of the legislation will similarly be placed on the School Attendance Officer salary scale at the commencement of their employment with the Mississippi Department of Education.

Regarding the experience requirements for School Attendance Officers; School Attendance Officers should receive a salary commensurate with their experience as a School Attendance Officer. The Legislature intends for each School Attendance Officer's placement on the new salary scale to be based on actual years of experience as a School Attendance Officer.

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We thank you for your time and consideration regarding these matters and hope this correspondence provides the necessary clarification.

Sincerely,



Speaker Jason White



Rep. Karl Oliver



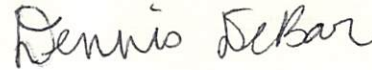
Rep. Rob Roberson



Lt. Gov. Delbert Hosemann



Senator Briggs Hopson



Senator Dennis Debar